QUALITY SAFETY ENVIRONMENT MANUAL

Cerba

SPECIALIZED MEDICAL BIOLOGY

Founded in 1967, the Cerba laboratory is a reference in speciality medical biology. For over 50 years, it has been providing patients and healthcare professionals with a wide range of medical expertise and a unique medical biology range, combined with a strong capacity for innovation.

Tests

- **Complex tests** (hormonology, virology, toxicology, haemostasis, allergology, mycobacteriology, autoimmunity, etc.)
- **Cytogenetics** (prenatal/post-natal, oncohaematology)
- **Molecular genetics** (PCR / sequencing, etc.)

Customers

- **Private medical analysis laboratories**
- **Public and private health establishments**
- **Doctors, midwives**
- **Public institutions** (screening campaigns)

Location

- **Frépillon,** a single site bringing together all the expertise and serving more than 50 countries
- **Cofrac accreditation ISO 15 189 N°08-0945Sco available on WWW.cofrac.fr**

NOS VALEURS

EXIGENCE

We work with the greatest rigour to improve the quality of our services, and develop the men and women in the company to get the best from each of them for the benefit of all.

COMMITMENT

Our commitment to doctors, patients and our industrial and institutional partners is to deliver results that are both accurate and useful in improving the health of everyone.

AUDACE

We promote an entrepreneurial spirit and encourage initiative in all our activities, so that we can dare to explore new ways of advancing diagnosis.

RESPECT

We treat each individual with kindness and cultivate respect in our relationships with our teams, partners, healthcare professionals and patients, for whom we work on a daily basis.

OUR QUALITY POLICY

For several years, the Cerba laboratory has occupied a central position in medical biology, remaining committed to its values of high standards, commitment, respect and audacity. These values illustrate the laboratory's desire to position itself in a committed and human perspective of medical biology, at the heart of our patients' care.

Respect for the patient is of prime importance to us. Our activities are carried out impartially and in compliance with the requirements of confidentiality and medical confidentiality. We develop and implement a management system to maintain the quality of our services and guarantee the medical service rendered. We drive continuous improvement in our services, integrating the risks and opportunities of change.

The satisfaction of our patients, prescribers and all our correspondents, staff and partners is the laboratory's priority today, in an environment of constant technological and regulatory change.

As proof of its competence, reliability, reproducibility and the robustness of its results, the laboratory is accredited by the Comité français d'accréditation (Cofrac) Santé Humaine to standard NF EN ISO 15189 (N° 8-0945, Medical examinations). Scope available on www.cofrac.fr.

Our ongoing objectives focus on 3 main areas :

- The trust of our patients, prescribers, partners and correspondents;
- Efficiency through the quality of our services and examinations, and the safety of our patients and staff;
- The coherence of our activities through the harmonisation of practices within our various units and by ensuring that our practices are in line with technological and medical developments.

To achieve these objectives, Management is committed to :

- Putting in place the necessary tools and resources;
- Promoting, implementing, monitoring and continuously improving the management system in accordance with the regulatory requirements and standards applicable to our various activities, and in particular the requirements of standard NF EN ISO 15189, as well as Cofrac's binding documents;
- Compliance with good professional practice;
- Maintaining the necessary skills by training our staff and partners, managing careers and making our working conditions and values attractive;
- Guaranteeing the protection of patients‘ and employees’ personal data;
- Deploying our Corporate Social Responsibility policy.

Aware that quality can only be part of a global process and that everyone is involved, we want our employees to apply quality policies and procedures, to take ownership of the quality system and to get involved in managing and achieving quality objectives.

We would like to thank all our teams for their constant efforts.

OUR CSR POLICY - OUR COMMITMENTS

At Cerba , we see corporate social responsibility as inherent in our commitment to advancing health and patient care. In line with our core business, CSR also involves human capital, business ethics and respect for the environment.

Read our Extra-Financial Performance Statement

THEMATICS	RISK	CSR CHALLENGE
CONTRIBUTING TOTHE HEALTH OF ALL	Poor quality of medical services and customer/patient relations	1 Guaranteeing high-quality medical diagnosis
	Risk of not covering all pathologies	2 An innovative approach to provide solutions for rare or new diseases
	Risk of lack of access to care	3 Extending our coverage, opening up new international markets and conducting clinical trials to help develop new therapeutic solutions or vaccines
	Risk of not ensuring continuity of access to care	4 Guarantee continuity of the laboratory's activity and ensure that examination turnaround times meet expectations
DEVELOPHUMAN CAPITAL	Skills risk	5 Developing skills and talent
	Health/safety and QWL risks	6 Safeguarding employee health and safety and improving QWL
	Risk to employee attractiveness and loyalty	7 Attracting and retaining staff
REDUCING THE IMPACT OF OUR BUSINESSON THE ENVIRONMENT	Risk of pollution from the use of chemicals	8 Reducing pollution
	Risk of climate impact	9 Protecting the climate
	Risk of environmental impact through waste production.	10 Reducing and recycling waste
TO BE EXEMPLARYIN OUR BUSINESS ETHICS	Disclosure/harvesting of our customers'/patients' personal data	11 Protecting the personal data of patients and employees
	Risk of corruption	12 Preventing the risks of corruption
	Health, safety and environmental risks within the activities of third parties (e.g. subcontractors, suppliers)	13 Developing a responsible purchasing policy

OUR DATA PROTECTION POLICY

Cerba, a medical biology laboratory, is responsible for the personal data of its patients, employees of its partners (suppliers or customers) and applicants.

We undertake to comply with the applicable regulations for all processing of personal data that we carry out. We therefore undertake to comply with the following principles :

We process your personal data lawfully, fairly and transparently. We collect your personal data for specific, explicit and legitimate purposes and do not process it in a way incompatible with those purposes. We ensure that personal data is adequate, relevant and limited to what is necessary for the purposes for which it is processed. We make every effort to ensure that personal data is accurate and, where necessary, kept up to date. We take all reasonable steps to ensure that personal data which is inaccurate, having regard to the purposes for which it is processed, is deleted or rectified without delay. We will keep your personal data in a form that allows you to be identified only for as long as is necessary for the purposes for which it is to be processed. We guarantee an appropriate level of security for the personal data we process.

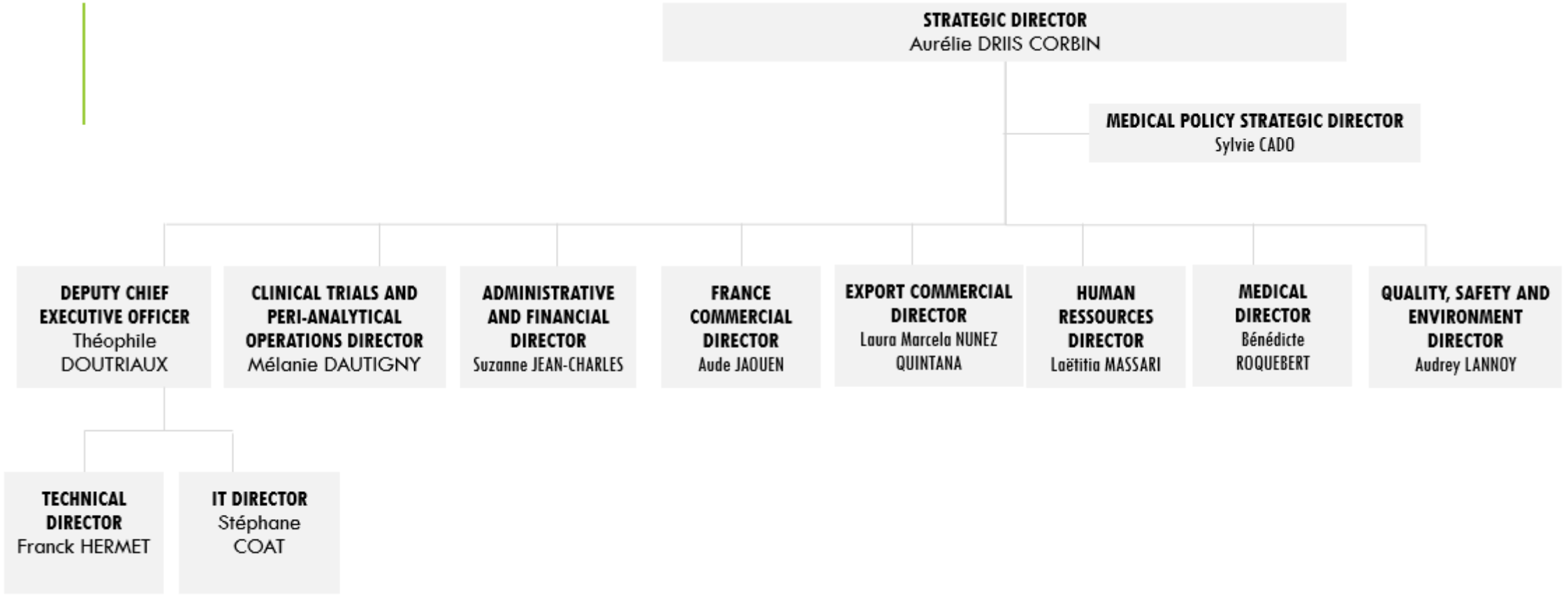
Consult our data protection policy

The Cerba laboratory participates in research projects, each of which is organised under the responsibility of a research manager/promoter. The aim of these projects is to advance scientific and medical knowledge in order, in particular, to improve treatment conditions and the quality of diagnosis and care.

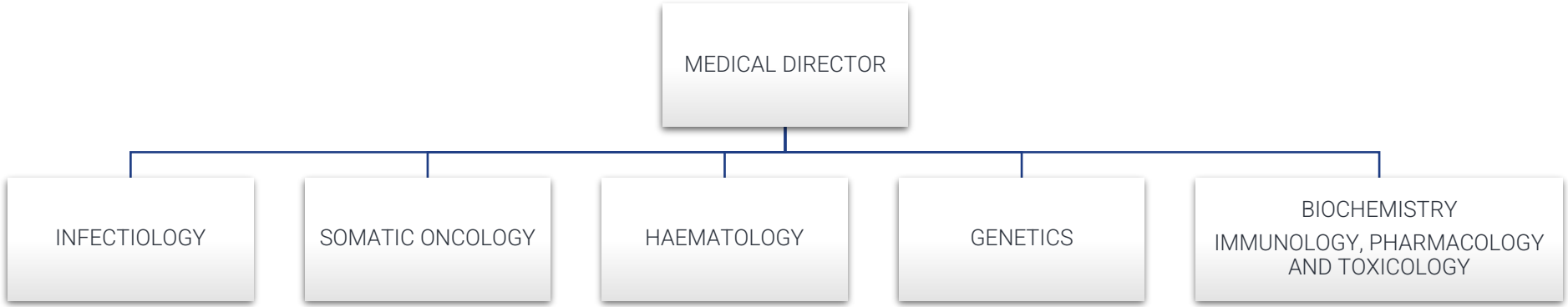
A list of each of the projects in which the Cerba laboratory is likely to participate is available on the website. For each project, it also specifies the identity of the person responsible for the research/promoter, the inclusion criteria and the categories of data processed.

See our research projects

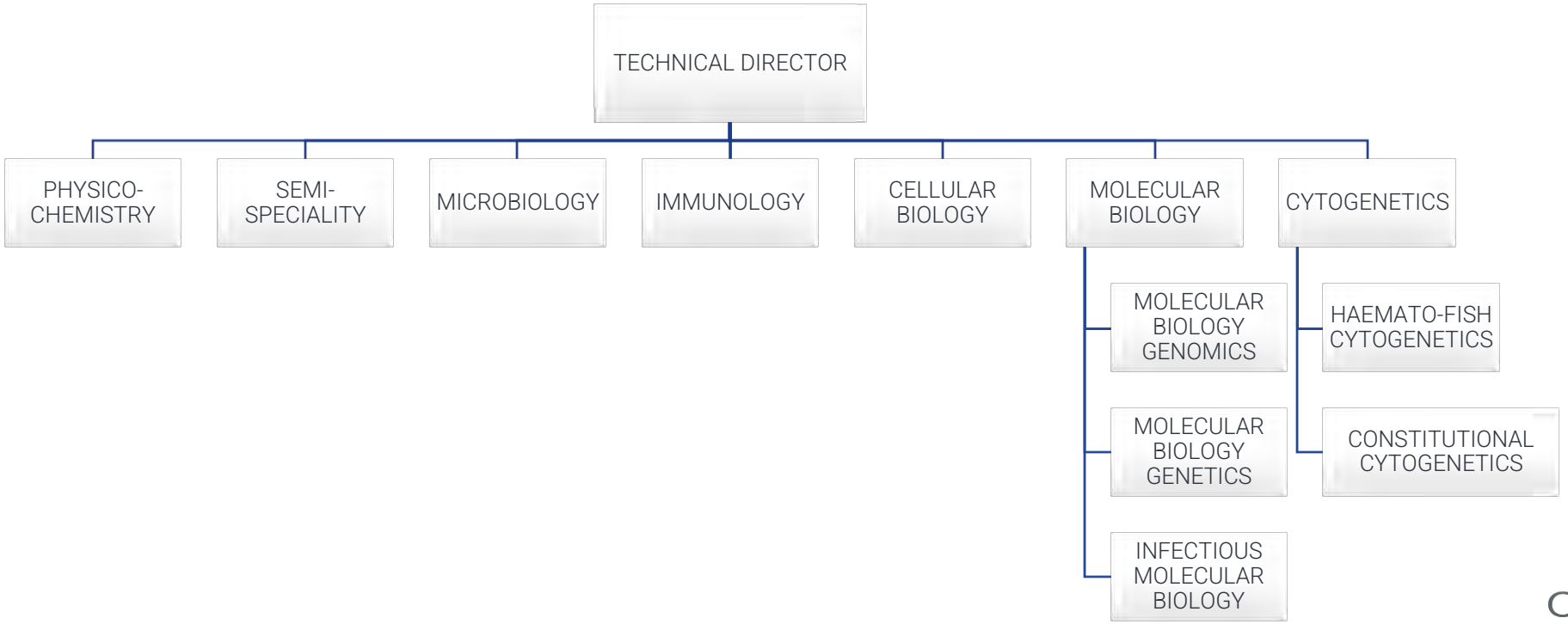
MANAGEMENT COMMITTEE ORGANISATION CHART



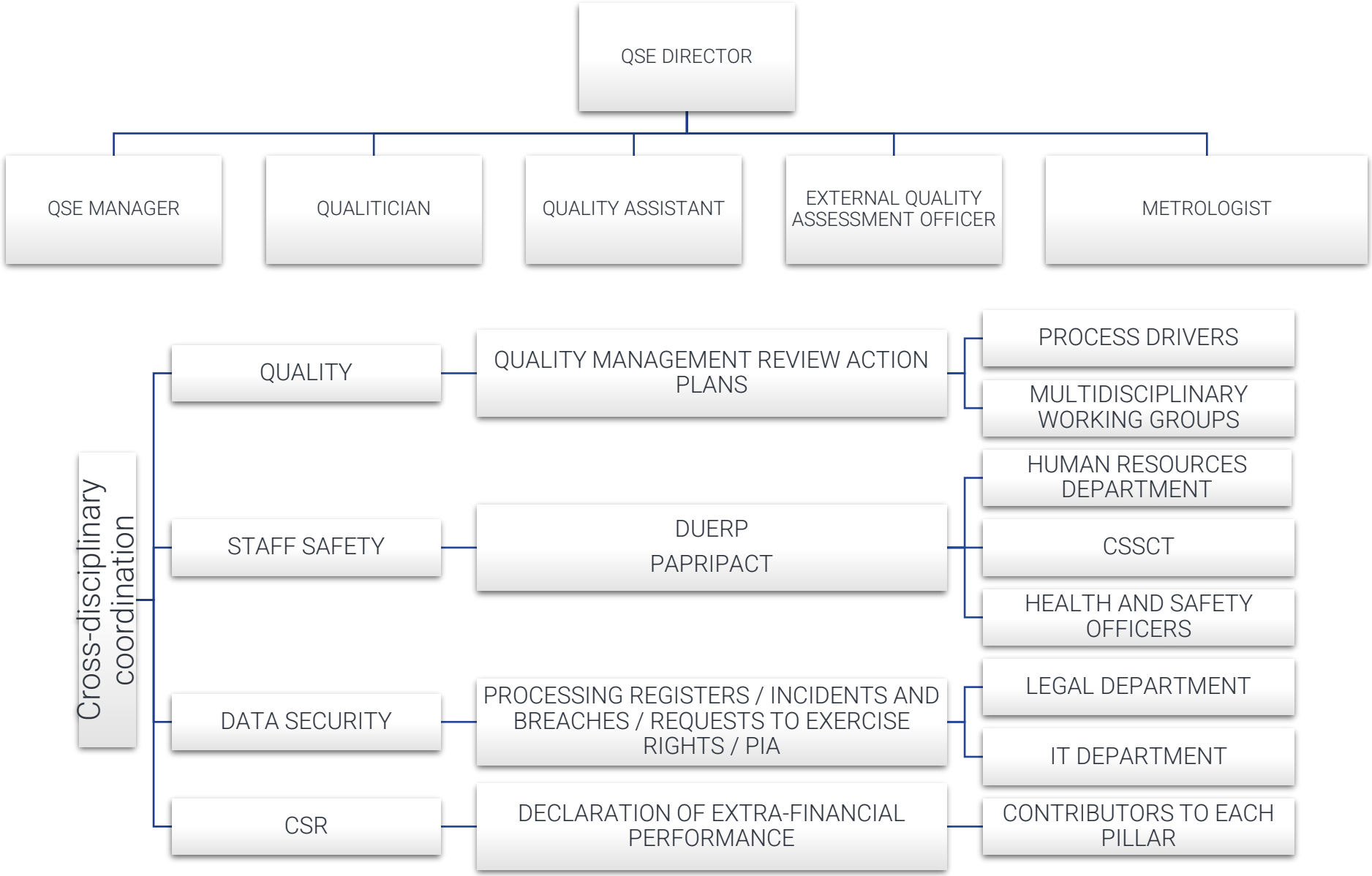
MEDICAL ORGANISATION



ORGANISATION OF TECHNICAL UNITS



QSE ORGANISATION



Laboratory process mapping

MANAGEMENT

1 – Managing the laboratory

- MGL — Developing strategy and managing the laboratory — General management
- SRH — Managing Human resources — Human Resources Department
- QUA — Managing the quality and risk management system — Quality, Safety and Environment Department
- RLC — Developing customer relations and communicating internally/externally — Sales & Marketing Department / Medical Department

CUSTOMER NEEDS

REALISATION

2 – Controlling production

PRE Pre-analytical | ANA Analytical | PST Post-analytical

Council

- BIO GEN ORG — **Develop and carry out specialised medical biology examinations** — Medical Management / Technical Management / Customer Relations
- ECD — **Participating in clinical trials and diagnostics** — Medical Department / Technical Department
- DCC — **Carrying out colorectal cancer screening tests** — Medical Department / Technical Department / Customer Relations

CUSTOMER SATISFACTION

RESOURCES

3 – Supporting business

- ACH — Managing purchasing and transport — Direction Supply Chain
- MAT — Managing equipment and infrastructure — Direction Supply Chain
- HSE — Managing health and safety at work and the CSR approach — Human Resources Department / QSE Department
- DAF — Administrative and financial management — Administrative and financial management
- INF — Ensure the operability and security of information system — Direction IT

OUR MAIN SOFTWARE

Production

- SIL : Open Labs
- Middelware : Valdeb
- CIQ management : TQC
- Stock management: Easy Buy

Quality

- Kalilab : Quality Management System
- SEEQ : External quality assessments
- ACIRA : Measurement uncertainties
- Auto-DV : Method validation reports
- Temperature monitoring : JRI

IT services and maintenance

- GLPI

Indicators

- Power BI

Personnel management

- Octime
- My HR

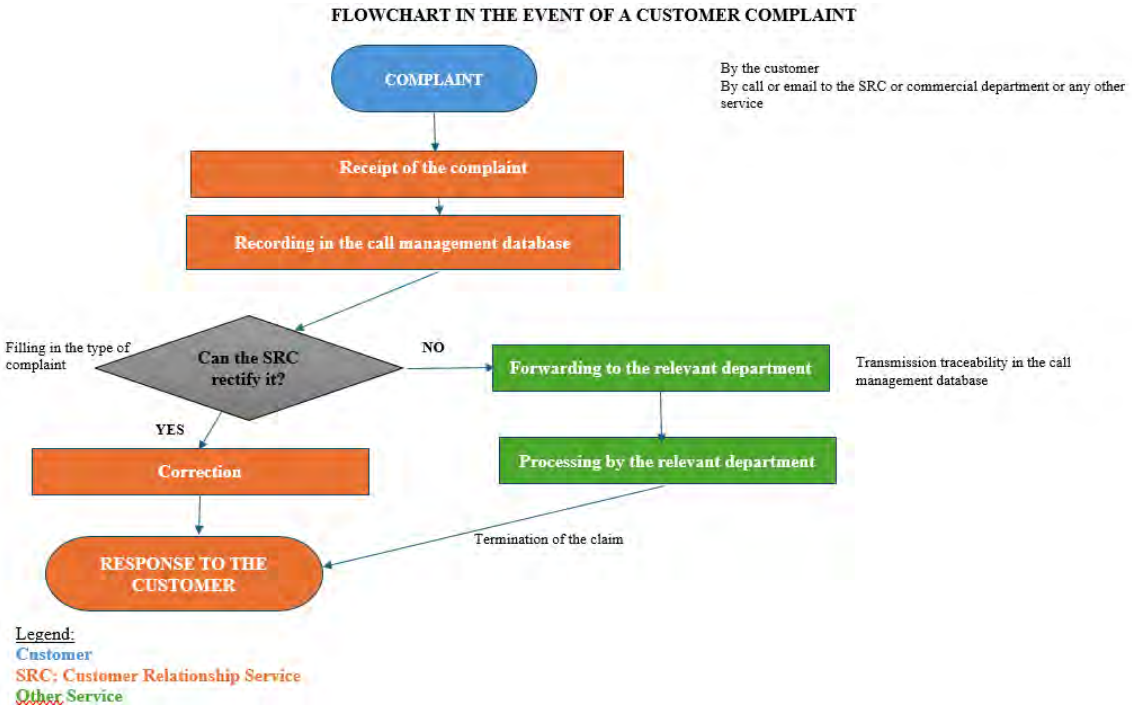
OPERATION WITH TRANSMITTING LABORATORIES

An Operating Charter sets out in particular :

- the conditions under which the Transmitting Laboratory carries out the pre-analytical phase,
- the conditions of the organisation adopted for taking charge of the samples for analysis by the CERBA Laboratory,
- how the results will be communicated,
- how critical results are managed,
- the terms and conditions of the consultancy services provided by Laboratoire CERBA.

QUALITY COMMITMENTS

- Laboratoire CERBA is accredited by COFRAC in accordance with standard NF EN ISO 15189 (n°8-0945, Medical Examinations). The scopes of accreditation for Laboratoire CERBA are available on the COFRAC website [www.cofrac.fr]. The detailed list is also available on the CERBA Laboratory website [www.lab-cerba.com > « About us » > « Our quality commitments »
- The CERBA Laboratory Quality Manual is also available on its website [www.lab-cerba.com / « About us » > « Our quality commitments »
- The Transmitting Laboratory can send all its Quality questions to the CERBA Laboratory via the tab on its site provided for this purpose. [www.lab-cerba.com > « Contact us »]. This means of communication enables Laboratoire CERBA to respond as quickly as possible by e-mail to any precise and specific question relating to Quality.
- As part of our continuous improvement process, the Cerba laboratory handles all customer complaints according to the steps outlined in the following flowchart.
- *In accordance with GEN REF 11, our clients are not authorised to use our accreditation mark (reproduction of our report is not considered as use of the accreditation mark).*



OPERATION WITH TRANSMITTING LABORATORIES

STRUCTURAL COMMITMENTS

- The CERBA Laboratory undertakes to use a sufficient number of staff to satisfy all the pre-analytical, analytical and post-analytical phases. The CERBA Laboratory undertakes to ensure that the members of its staff have undergone the necessary training and, where applicable, have obtained the required authorisations or approvals.
- The CERBA Laboratory and the Transmitting Laboratory mutually undertake to comply with the Identity Vigilance Rules (RNIV).
- The CERBA Laboratory provides the Transmitting Laboratory with the equipment necessary for taking and transporting samples. This equipment can be ordered on its website [www.mycerba.com].
- If stipulated in the contract, Cerba Laboratories provides a transport service provided by an external service provider, whose compliance it assesses as part of its service provider evaluation, internal audit plan and through the monitoring of non-compliance issues.
- The test results by name are kept for a period of 10 years.
- Genetic analysis reports and their explanatory comments are kept in accordance with article R. 1131-13 for a period of thirty years.
- Once the tests have been carried out, the samples are stored in accordance with the provisions of the NABM.

TECHNICAL COMMITMENTS

- The CERBA Laboratory undertakes to carry out with all due care and diligence the Examinations entrusted to it by the Transmitting Laboratory.
- The expected date of delivery of the results is indicated for each file and for each Examination on the results server.
- When, in particular in cases of force majeure, the CERBA Laboratory cannot itself perform the acts entrusted to it listed in the Catalogue, it may entrust the performance thereof to another laboratory designated in advance. In this case, and when the samples submitted for biological examinations have already been received by the CERBA Laboratory, their transmission to the designated laboratory shall be carried out under its responsibility. Once the Examination has been carried out, the CERBA Laboratory stores the samples for the period stipulated by the regulations, or if the regulations do not stipulate a storage period, for a minimum of 2 weeks at the appropriate temperatures.
- Laboratoire CERBA's business continuity plan is implemented in all its departments. The organisation covered by this plan enables all medical emergencies to be dealt with as a priority thanks to :
  - Securing the building (access control, video surveillance, fire protection, duplicated power supplies and IT networks, generator)
  - Deployment of automated systems or back-up techniques;
  - The implementation of a 'gold' contract policy with the CERBA Laboratory's suppliers with 'short' lead times for dealing with breakdowns;
  - Setting up occasional subcontracting, if necessary
- The Transmetteur laboratory undertakes to comply with the conditions for packaging samples before handing them over to the carrier, in accordance with the ADR regulations in force.
- Where applicable, if expressly provided for in the subcontracting agreement concluded between the Parties, Laboratoire CERBA shall organise a transport service provided by an external service provider, whose compliance it shall assess as part of its service provider evaluation, internal audit plan and through the monitoring of non-compliances.

OPERATION WITH TRANSMITTING LABORATORIES

MEDICAL COMMITMENTS

- Laboratoire Cerba holds the following authorisations for healthcare activities subject to approval:
  - Pre-natal diagnosis activities (DPNI)
  - Post-natal diagnostic activities: examination of a person's genetic characteristics or identification of a person by genetic fingerprinting for medical purposes.
- The CERBA Laboratory undertakes to communicate the results to the Transmitting Laboratory within a timeframe compatible with their proper clinical use and under conditions of confidentiality allowing professional secrecy to be maintained:
  - The results are sent to the Transmitting Laboratory. Patient' and "prescriber" copies may be identified, but will be sent to the Transmitting Laboratory, which will be responsible for giving them to the patient and the prescriber respectively.
  - Only reports that are required by law to be sent to prescribers are sent directly to them.
- In accordance with the provisions of Article L. 6211-19 of the Public Health Code, the Transmitting Laboratory shall provide the patient and the prescriber with the results report. Where applicable, in the event that a single report is given to the patient and the prescriber by the Transmitting Laboratory, this report shall include the results and interpretations of the CERBA Laboratory (which the CERBA Laboratory expressly authorises) and shall clearly mention the contact details of the CERBA Laboratory. If possible and as necessary, the Transmitting Laboratory can complete the interpretations according to the clinical and biological elements available to it.
- The sending laboratory remains solely responsible for reporting notifiable diseases.
- During biological validation, the biologist responsible for interpreting and validating a test will decide whether to urgently communicate a pathological result to the biologist at the subcontracting laboratory by fax and/or HPRIM and/or Mycerba and/or by activating the 'MyCerba V2 alert' via the emails communicated to the ADV.

- For files requested urgently by our clients, biologically validated results are faxed and/or transmitted via HPRIM and/or Mycerba, and the availability of the result is announced via the 'My Cerba V2 alert'.
- They are also quickly accessible to correspondents via their SIL as soon as the file is validated.
- For genetic tests, only results that have already been validated by a biologist with the necessary accreditation may be faxed (HPRIM) to the prescriber. Verbal results may only be communicated to the prescriber by a biologist with the necessary accreditation.
- All of these procedures may occasionally be accompanied by a telephone call. However, only electronic transmission is considered valid, as this ensures the accuracy of the information communicated. If the person responsible cannot be reached, an electronic copy is systematically sent according to the terms chosen by the correspondent/prescriber.
- As a second-line laboratory, results are not sent directly to the patient.

- A daily email alert, which can be set up by the CERBA Laboratory sales department, enables you to receive the list of dossiers including :
  - results which the CERBA Laboratory biologist considers should be processed rapidly and reported to the biologists of the Transmitting Laboratory,
  - files declared urgent by the Transmitting Laboratory,
  - analytical non-conformities,
  - pre-analytical non-conformities,
  - incomplete files.
- The Transmitting Laboratory chooses the method(s) for transmitting the results from among the solutions proposed by the Cerba Laboratory

BUSINESS CONTINUITY PLAN - PUBLIC

Resource Security	Means of anticipation	Means of surveillance	Tests	Incident Management Resource
Total or partial unavailability of the laboratory	Detailed PCA	Detailed PCA	NA - Writing a detailed scenario	Subcontracting of the activity: - routing of samples to Cerballiance's trays on the present catalogue- external subcontracting: Eurofins and other subcontractors
Electricity	2 different power supplies2 inverters1 generatorsSurge protector	BMS: The start-up of the generator generates an alarm which is sent back via the BMS to the SGX day on-call duty or night and weekend EIG	Starting the generator set every monthAnnual rocker testInverter battery discharge test 1*/yearEmergency block test 1*/year	Monitoring of the oil level of the generator EDF intervention management / Electrician
Water	1 mains water inlet1 water inlet for the reinforced taps1 inlet for the fire hydrants	GLPI and BMS alarms	Daily check of the water supply room	FT-SGX-002-02 Swapped Water Control FT-SGX-010-03 Swapped Water Storage Tank UV Tubing Replacement
Gas	In-situ production system: Compressed air / NitrogenSpecialized supplier: Argon, Acethylene Ethylene , Helium, CO2, Hydrogen	Gas detectors (CO2/O2 in genetics, Hydrogen in physical chemistry)	Annual test included in the maintenance of cells, alarm returns and audible alarms	CHS-SGX-002-02 Gas Detection Instructions FT-SGX-001-02 Gas Testing FT-SGX-003-02 Purging Compressed Air Compressors FT-SGX-004-03 Oil and Vacuum Pump Draining
		Connected to the BMS + audible and visual alarms in each room		FT-SGX-020-02 Gas Mask Inspection and Verification
Fibre	Infrastructure hosted in cloud mode at JSTechnology (the infrastructure is fully redundant and at the expense of the host)2 computer rooms dedicated to critical IT equipment (servers, core network)Fiber network of the site is doubled from two network cores provisioned in each of the roomsAccess to the external network is via operator links (2 SFR links). The links each arrive in one of the two rooms	Alert by the operator and email alert by CIO	Resilience test of the building's network access (at least once a year)Parallel operation on the 2 fibers on a daily basis in load sharing	MOS-INF-038 IT Disaster Recovery Plan
BMS (Building Management System)	Access to the server in situMaintenance contract with intervention (to come following full acceptance without reservation from the developer)	GLPI / 24/7 on-call	Annual system test	General ServicesSupplier

BUSINESS CONTINUITY PLAN - PUBLIC

Premises Security	Means of anticipation	Means of surveillance	Tests	Incident Management Resource
Fire	Independent battery-powered 4G connectionAPSAD R7 centralized fire detection systemIG55 fire extinguishing systems installed in critical areas6 outdoor fire hydrantsFire extinguishersArmed fire hoses (RIA)Fire reserve basin Evacuation planAssembly pointEvacuation drills 2*/year during the day + 1* at nightTraining of evacuation officersDog handlers from Saturday evening to Monday morning and public holidays	GIEAstreinteGTB	4 exercises per year (2 day / 2 night)Annual test of the SSI system (siren/RIA/fire hydrant test// fire extinguisher check)	POS-ORG-009-11 Safety devices MOS-SGX-010-10 Fire evacuation and exercise MOS-SRH-004-08 Procedures for organising and monitoring fire training sessions (1st response team members) D-SGX-029-01 Support evacuation officers D-SRH-043-02 List of evacuation managers
Flooding	Feedback by employeesDog handler patrol from Saturday evening to Monday morning and public holidays	GLPI / On-call / Dog handler	NA	General ServicesPlumber
Physical intrusion	Independent battery-powered 4G linkIntrusion management systemGates and I/O filtration barrier Video surveillanceDog handler patrol from Saturday evening to Monday morning and public holidays	GIEAstreinte	Annual system test	
Collapse or fragility of the building	General Services on-site teamGLPI toolDog handler from Saturday evening to Monday morning and public holidays	General Service ToursAlert tickets by users	NA	General Services On-Call
Failure of ventilation/air conditioning/heating systems	General Services On-Site TeamMetrology Department	GTBJRI waves for 24-hour temperature, pressure, humidity	Testing of the safety chains of air handling units 1*/yearSchedule of tests included in maintenance (monthly, quarterly and annually)	POS-ORG-006-18 Monitoring of critical characteristics of equipment POS-ORG-059-01 Definition and monitoring of environmental conditions Frépillon
Leaks or fumes of toxic products (solvents, chemical reagents)	Secure room for chemical products (ATEX) with gas detectionSpecialist supplier for chemical waste reprocessingExtraction plants in physico-chemistry roomsFume cupboards	GLPI / Astreinte	Test of the ATEX zone (gas deter) 1*/yearExtractions connected to the air control unit - permanent controlTest of the fume hoods 1*/year	CHS-ORG-006-02 Safety and Working Conditions Welcome Booklet Masks with Gas Cartridge
Biological contamination (presence of pathogens, poor management of infectious waste)	Secure rooms for activities at risk of contamination (P2/P3)Secure room for biological wasteHoodsSpecialist supplier for the reprocessing of waste waste-ORG-004-23 Waste disposal Ozone plant for biological liquid waste	ANSM Inspection (MOT)Pressure Monitoring JRI Probes	P2/P3A: Test of the safety chains of air handling units 1*/yearTest schedule included in maintenance (monthly, quarterly and annual)Annual air qualification	CHS-ORG-006-02 Welcome booklet on safety and working conditions
Leaks or Releases of Radioactive Products or Waste	Secure room for radioactive products / dedicated technical roomSpecialist supplier for the reprocessing of radioactive waste (ANDRA)Decontamination tanks	Bearer Detectors	RIA: Test of the safety chains of air handling units 1*/yearTest schedule included in maintenance (monthly, quarterly and annual)Annual air qualification	CHS-ORG-006-02 Welcome booklet on safety and working conditions

BUSINESS CONTINUITY PLAN - PUBLIC

Personnal Safety	Means of anticipation	Means of surveillance	Tests	Incident Management Resource
Activity hazards	equipment (PPE). Regular training in pathogen safety, chemistry and biology. Optimized work organization to reduce stress. Appropriate medical surveillance (vaccinations, post-exposure follow-up) with an occupational physician and nurse on sitePlan for the prevention of psychosocial and ergonomic risksD-SRH-038-02 Welcome booklet New Employee CHS-ORG-006-02 Welcome booklet on safety and working conditions	CSECSSCTAcswork CertificatesMinor Accident Registry	NA	CHS-ORG-006-02 Safety and working conditions welcome booklet CHS-ORG-009-02 Annual Programme for the Prevention of Occupational Risks and the Improvement of Working Conditions (PAPRIPACT) Health and safety referents

Safety of laboratory activity	Means of anticipation	Means of surveillance	Tests	Incident Management Resource
Sample Preparation Equipment	Intervention contract for the inpeco chain / Staff present 24 hours a day and trained in 1st level repairsPC and label printer in large numbers	Human	NA - continuous operation	Supplier intervention
Analysis and diagnostic equipment	Back-up PLCs or alternative techniquesGold contract policy with suppliers	TATDPS	Annual Centriguge Safety TestAnnual Autoclave Test	DPSSood Outsourcing
Reagent and consumable supplies	In-situ warehouseComputerized order managementAnticipation of shortages by department Dedicated in-situ purchasing	Human	NA - continuous operation	Purchasing and Procurement DepartmentAlternative TechniquesAd hoc subcontractingManual management of product inputs/outputs
Conservation and storage equipment	Monitored enclosures and ambient temperaturesRefrigeration reserve and freezing in the car park	JRI probes for T°, 24 hours a day AFATEK	NA - Emergency Enclosures in Operation	General services 24/7 on-call
IT and management equipment	Servers Tested and Hosted in HDSEon-Site IT Team Dedicated to the Laboratory	NaviosGLPI	Tested annually	IT services on call 24/7MOS-INF-038 IT disaster recovery plan

A DYNAMIC FOCUSED ON MEDICAL BENEFITS

Advice prior to prescription

- Prescribers
- Laboratories
- « Biomédicalement vôtre » podcast on the right prescription

Quality samples

- Online exam catalogue
- Examination catalogue integrated into customer LIS
- Management of refusals and exemptions

Taking account of the clinical context

- Clinical information on the application forms
- Medical prescription forms adapted to specific collections
- Informed consent forms
- Managing customer incompletes on Mycerba
- Medical emergency management
- Turnaround times compatible with requirements

High-performance / innovative methods

- Production of new exams every year
- Numerous parameters in range B
- Parameters with several control techniques
- Reliable and accurate results (IQC/EQA/ILC,...)
- Regular review of production capacity
- Business continuity / recovery plan
- Certification as a Reference Medical Biology Laboratory (RMBL)

Consultancy services downstream of the result

- Differentiated reporting for patients / prescribers / laboratories (regulatory or ethical)
- Conclusions / Interpretations / Automated or manual advice in line with the recommendations of learned societies
- Reminder of the pre-criticalana conditions on the Minutes

Effective communication

- Distribution of pathological results
- HPRIM connection in customer LIS
- Results server
- Customer relations department dedicated to queries and complaints
- Real-time updates to the examination catalogue
- lab-cerba.com website
- QSE Manual

Contributing to the health of all

- Cerba Live Session scientific webinar
- University and postgraduate teaching
- ANDPC medical training
- Peer-reviewed publications
- Participation in MCM (multidisciplinary consultation meetings)
- Collaboration with the National Reference Centres
- Collaboration with biotechnology and diagnostics companies
- Participation in public/private clinical trials
- Participation of biologists in expert congresses or membership of learned societies

Respect for medical confidentiality and privacy

- Personal data protection policy
- Confidentiality charter / Training for new arrivals
- Anonymisation of samples / results for studies and epidemiology

CERBA

www.lab-cerba.com

Cerba